

<b>Document Name:</b>	Inclusion, Diversity, Equity & Anti-Racism (IDEA)		
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<b>Owner:</b> President & CEO	<b>Signing Authority:</b> Board of Directors		

## **POLICY STATEMENT:**

Hôpital Glengarry Memorial Hospital (HGMH) recognizes that there are distinct racialized and marginalized groups that have long been disadvantaged both in employment and health care. In recognition of this and to achieve HGMH’s vision of “providing your care, your way, with seamless integration, innovation, and equitable access for our communities”, we have adopted the following policy.

HGMH is committed to advancing inclusion, diversity, equity & anti-racism, and addressing bias and discrimination, to achieve better outcomes for all patients, families, providers, and staff. All people will be treated with respect and dignity. Barriers to safe, and quality health care will be eliminated. We are committed to employing the right people to provide the best possible health care and encourage applicants from all genders, Indigenous peoples, persons with disabilities, members of visible minorities, and the 2SLGBTQ+ community, because we know the importance of reflecting the diversity of our community in our governance, leadership, and workforce.

## **PROCEDURE:**

1. To create a sense of belonging, HGMH will nurture an inclusive and culturally safe environment for diverse, racialized, and marginalized staff, providers, volunteers, patients, and their families.
2. As partners in health care, we will support every patient’s culture, history, and perspectives to advance safe, quality health care.
3. To ensure efforts to address inclusion, diversity, equity & anti-racism are a top priority for HGMH, the Board of Directors will ensure the organization has an Inclusion, Diversity, Equity & Anti-racism Framework that addresses, but is not limited to, systemic and structural racism, and the education needs specific to racism and cultural safety.
4. The Board will ensure that there are clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

Effective: Jan 2024	Last review/revision: Jan 2024	Next review: Jan 2027
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5. Through the Governance Committee, the Board of Directors will receive reports periodically regarding its activities specific to inclusion, diversity, equity & anti-racism work.

## **DEFINITIONS:**

**Discrimination:** Any form of unequal treatment based on the *Ontario Human Rights Code*, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but have the effect of disadvantaging certain groups of people. Discrimination may take obvious forms, or it may occur in very subtle ways.

**Diversity:** Diversity is the presence of a wide range of visible or invisible human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, race, language, physical and intellectual ability, religion, sex, sexual orientation, and socio-economic status.

**Equity:** Equity is a condition or state of fair, inclusive and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences. A level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our society.

**Harassment:** A course of vexatious comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning, or unwelcome, based on a ground of discrimination and workplace sexual harassment.

**Inclusion:** Inclusion is based on the principle of acceptance and inclusion of all employees, credentialed staff, volunteers, patients, and their families. They see themselves reflected in their physical surroundings and the broader environment, in which diversity is honoured and all individuals are respected.

## **REFERENCES:**

1. Ontario Health Diversity, Equity & Inclusion Framework